

GLASGOW INDEPENDENT SCHOOLS
Glasgow, Kentucky
KEITH ALLEN HALE EMPLOYMENT CONTRACT

This **EMPLOYMENT CONTRACT** made and entered into this 12 day of September, 2016 by and between the **BOARD OF EDUCATION OF GLASGOW INDEPENDENT SCHOOLS**, (hereinafter the "**BOARD**"), and **KEITH ALLEN HALE** (hereinafter "**SUPERINTENDENT**"), was authorized by action of the Board at a lawful meeting of the BOARD held on the 22nd day of August, 2016. The effective date of this Contract shall be July 1, 2017.

WITNESSETH:

That for and in consideration of the mutual covenants and conditions set forth herein, the **BOARD** and **SUPERINTENDENT**, covenant and agree, effective July 1, 2017, as follows:

01. TERM OF EMPLOYMENT.

The **SUPERINTENDENT** is hereby hired and retained for a term commencing on July 1, 2017 through June 30, 2019, as Superintendent for the Glasgow Independent School District.

02. DUTIES OF SUPERINTENDENT.

A. The Superintendent shall devote the time, skill, labor and attention necessary to faithfully and professionally perform the duties of Superintendent, executive agent and professional advisor to the Board, as set out by statute, including but not limited to the statutory duties set forth in KRS 160.370 and KRS 160.390, regulations, Board policy and this contract.

B. Throughout the term of this contract, the Superintendent shall furnish a valid and appropriate license to act as Superintendent. A copy of the Education Professional Standards Board Certificate is attached hereto and incorporated by reference.

C. The Superintendent shall attend all professional training sessions required by law and other appropriate meetings and conferences approved by the Board.

D. The Superintendent shall perform other duties and responsibilities that are from time to time assigned by the Board to the Superintendent.

E. Pursuant to KRS 160.350(2), the Superintendent shall not serve as director or officer of a bank, trust company, or savings or loan association that has the school district's funds on deposit.

03. SEMINARS AND PROFESSIONAL DEVELOPMENT.

The Superintendent and the Board recognize the need and necessity of the Superintendent to attend seminars, courses and programs sponsored at the local, state or national level. The Board shall permit a reasonable amount of time for the Superintendent to attend such meetings that would be for the benefit of the Glasgow Independent Schools. Further, the Board shall pay for necessary fees and travel for the Superintendent to attend such meetings. The attendance at the referenced meetings along with the expenses to be reimbursed shall be subject to the approval of the Board pursuant to Board policy.

In the event that the Superintendent attends a function, meeting, seminar or other program wherein he is compensated as a lecturer or consultant, the time involved with such functions shall not be considered as a part of the 240 required working days and the Board shall not pay the Superintendent's expenses incurred.

04. COMPENSATION OF SUPERINTENDENT.

Effective July 1, 2017, the Superintendent shall be paid a salary of One hundred fifteen thousand seven hundred and fifty (\$115,750.00) dollars per school year during the term of this contract and continue to receive the annual step increase allowed for certified employees along with any percentage raise granted unto any certified employees during the term of this contract. The step increase granted unto the Superintendent shall be calculated based upon the entire compensation received by the Superintendent, effective July 1, 2017. This salary shall be paid in monthly installments on the same dates as administrators who work twelve months.

The Board shall perform an evaluation of the Superintendent on an annual basis. Based upon the evaluation of the Superintendent by the Board, the Board may adjust the salary of the Superintendent during the term of this Agreement. However, in no event shall the Superintendent be paid less than the salary set forth herein. Although the Superintendent's salary may be increased at the discretion of the Board, this provision shall not be construed as an obligation of the Board nor as an expectation by the Superintendent that an increase in salary will occur.

In the event that the Board elects to increase the salary of the Superintendent based upon the evaluation of the Board, it is expressly agreed as follows:

A. Any adjustment of salary made during the term of the Contract shall (1) be in addition to the designated step increase allowed for certified employees, and (2) be in the form of an Amendment to this Contract;

B. The Amendment shall not be construed as a termination of the existing contract; and

C. The Amendment shall not be construed as extending the existing contract in the absence of a written extension setting forth a new term of employment.

05. WORKING DAYS AND BENEFITS.

A. **Working Days:** It is understood and agreed that each school year, from July 1 through June 30 during the term of this Contract, shall consist of 240 working days with no paid vacation days. If the Superintendent elects to be away from the job for five (5) or more days consecutively during each school year, this absence shall be subject to prior Board approval. Days not worked by the Superintendent shall be noted in the minutes of the next regularly-scheduled Board meeting after said days are taken.

B. **Leaves:** The Superintendent shall accrue all leave days as authorized by Board policy for certified employees. Consistent with statutory law, the Superintendent shall be permitted to transfer all sick leave days accumulated as a school system employee.

C. **Expenses:** The Board shall reimburse the Superintendent for reasonable job related expenses approved by the Board and incurred by the Superintendent.

D. **Professional and Civic Dues:** The Board recognizes the mutual benefits derived by the Superintendent and the Board with regard to the Superintendent maintaining membership in certain professional and civic organizations. The Board shall pay the membership dues for the Kentucky Association of School Superintendents (KASS), the Kentucky Association of School Administrators (KASA), and a civic club selected by the Superintendent.

E. **Automobile Expenses:** The Superintendent shall be reimbursed for mileage

per Board Policy.

F. **Retirement Benefits:** The superintendent shall have the same retirement benefits as provided certified employees under the Kentucky Teachers Retirement System.

G. **OTHER BENEFITS:** With the exception of the benefits set forth herein, no other benefits, including but not limited to Health insurance and personal cell phone, are provided under this contract.

06. TERMINATION OF EMPLOYMENT AGREEMENT.

This **AGREEMENT** may be terminated for any of the foregoing reasons:

- A. By expiration of its term;
- B. Mutual agreement of the parties;
- C. Discharge for cause.

07. BOARD POLICY.

Unless otherwise specifically modified by the express language of this Contract, the superintendent's duties and obligations are governed by statute and the Board's Policy. Further, all benefits of the Superintendent are specifically set forth herein and the provisions of this Contract supersede any general policy provisions of the Board that conflict or are inconsistent with existing Board policy which might be applicable to other employees of the Board.

08. SAVINGS CLAUSE.

During the term of this Contract, if it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the covenants and

conditions of the Contract not affected thereby shall remain in force.

09. MISCELLANEOUS.

A. This Contract has been executed in Kentucky and the law of the Commonwealth of Kentucky shall control the interpretation and enforcement of this Contract.

B. Paragraph headings have been inserted for convenience or reference only, and if there shall be any conflict between any such headings and the text of this agreement, the text shall control.

C. This Contract shall be executed in duplicate originals.

D. This Contract contains all of the terms agreed upon by the parties with respect to the subject matter of this Contract. The terms and conditions of this Contract supersede all prior terms, conditions, agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written.

IN TESTIMONY THEREOF, the **BOARD** and **SUPERINTENDENT** have executed this Contract in their respective names, and in the case of the **BOARD**, by its Chairperson, on the day and year first above written.

**GLASGOW INDEPENDENT SCHOOLS BOARD
OF EDUCATION**

BY: 
DR. AMELIA KISER, CHAIRPERSON

ATTEST:

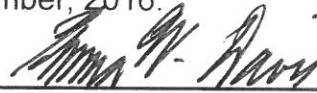

SECRETARY


KEITH ALLEN HALE, SUPERINTENDENT

COMMONWEALTH OF KENTUCKY

COUNTY OF BARREN

ACKNOWLEDGED to before me by DR. AMELIA KISER, Chairperson of the Board of Education of the Glasgow Independent School District, and KEITH ALLEN HALE, Superintendent, this 12th day of September, 2016.



NOTARY PUBLIC

State at Large: Kentucky

My commission expires: 7-19-20



COMMONWEALTH OF KENTUCKY
EDUCATION PROFESSIONAL STANDARDS BOARD
FRANKFORT, KENTUCKY

CERTIFICATE FOR TEACHERS AND OTHER PROFESSIONAL SCHOOL PERSONNEL

THIS CERTIFIES THAT

KEITH ALLEN HALE

CERTIFICATE NUMBER 199600097

HAS COMPLETED A PROGRAM OF PROFESSIONAL PREPARATION AND IS HEREBY ISSUED THIS CERTIFICATE IN ACCORDANCE WITH SECTION 161 OF THE KENTUCKY REVISED STATUTES AND IN ACCORDANCE WITH THE LEGAL AUTHORITY OF THE KENTUCKY EDUCATION PROFESSIONAL STANDARDS BOARD.

Code	Degree and Institution	
2843	Morehead State University	Bachelor's
2820	Western Kentucky University	Planned Sixth-Year Program
2820	Western Kentucky University	5th Year

RANK UNDER KRS 157.390:

1 07/01/2002

VALID FROM THE INDICATED EFFECTIVE DATE TO EXPIRATION DATE FOR PROFESSIONAL SERVICES IN KENTUCKY SCHOOLS AS SHOWN BELOW. THIS DOCUMENT INCLUDES ALL CERTIFICATION CURRENTLY IN EFFECT FOR THE RECIPIENT AND SUPERSEDES ANY AND ALL CERTIFICATES PREVIOUSLY ISSUED.

Code	Certification	Effective Date	Expiration Date
A95	Area Specialization: Industrial Education-- Orientation And Exploration Levels	07/01/1994	06/30/2022
M95	Endorsement For Teaching Industrial Education Orientation And Exploration Levels, Grades 5-8	07/01/1994	06/30/2022
PSGF	Provisional Certificate For Teaching In The Secondary Grades 9-12 (And For Departmentalized Grades 7-8 In Field)	07/01/1994	06/30/2022
MUST COMPLETE THREE YEARS OF TEACHING EXPERIENCE OR 6 SEMESTER HOURS OF NEW GRADUATE CREDIT BY SEPTEMBER 1 OF THE YEAR OF EXPIRATION.			
KP2	Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2	07/01/2004	06/30/2022
RENEWAL REQUIRES COMPLETION OF TWO YEARS OF EXPERIENCE IN THE POSITION FOR WHICH THE CERTIFICATE WAS ISSUED, OR 3 SEMESTER HOURS NEW GRADUATE CREDIT RELATED TO POSITION FOR EACH YEAR OF EXPERIENCE NOT COMPLETED, OR COMPLETION OF EILA HOURS AS SPECIFIED IN KRS 156.101 BY SEPTEMBER 1 OF EXPIRATION YEAR.			
KST	Professional Certificate For Instructional Leadership--School Superintendent	07/01/2007	06/30/2022
RENEWAL REQUIRES COMPLETION OF TWO YEARS OF EXPERIENCE IN THE POSITION FOR WHICH THE CERTIFICATE WAS ISSUED, OR 3 SEMESTER HRS OF NEW GRADUATE CREDIT RELATED TO THE POSITION, OR COMPLETION OF EILA HOURS AS SPECIFIED IN KRS 156.101 BY SEPTEMBER 1 OF EXPIRATION YEAR.			

IT IS THE RESPONSIBILITY OF THE CERTIFICATE HOLDER TO MAINTAIN THE VALIDITY OF THIS CERTIFICATE. (Renewal requirements printed above)

(See reverse side for the Professional Code of Ethics)

DATE OF TRANSACTION: 01/20/2017

L Baker

James W. Adams

EXECUTIVE DIRECTOR
EDUCATION PROFESSIONAL STANDARDS BOARD

KEITH ALLEN HALE
547 BURNS WAY
GLASGOW, KY 42141

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Rev. 04/16



COMMONWEALTH OF KENTUCKY
EDUCATION PROFESSIONAL STANDARDS BOARD
FRANKFORT, KENTUCKY

CERTIFICATE FOR TEACHERS AND OTHER PROFESSIONAL SCHOOL PERSONNEL

THIS CERTIFIES THAT **KEITH ALLEN HALE**

CERTIFICATE NUMBER 199600097

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RANK UNDER KRS 157.390: 1 07/01/2002

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PSGF	Provisional Certificate For Teaching In The Secondary Grades 9-12 (And For Departmentalized Grades 7-8 In Field)	07/01/1994	06/30/2019
KP2	MUST COMPLETE THREE YEARS OF TEACHING EXPERIENCE OR 6 SEMESTER HOURS OF NEW GRADUATE CREDIT BY SEPTEMBER 1 OF THE YEAR OF EXPIRATION. Professional Certificate For Instructional Leadership - Principal, All Grades, Level 2 RENEWAL REQUIRES COMPLETION OF TWO YEARS OF EXPERIENCE IN THE POSITION FOR WHICH THE CERTIFICATE WAS ISSUED, OR 3 SEMESTER HOURS NEW GRADUATE CREDIT RELATED TO POSITION FOR EACH YEAR OF EXPERIENCE NOT COMPLETED, OR COMPLETION OF EILA HOURS AS SPECIFIED IN KRS 156.101 BY SEPTEMBER 1 OF EXPIRATION YEAR.	07/01/2004	06/30/2019
KST	Professional Certificate For Instructional Leadership--School Superintendent	07/01/2007	06/30/2017

IT IS THE RESPONSIBILITY OF THE CERTIFICATE HOLDER TO MAINTAIN THE VALIDITY OF THIS CERTIFICATE. (Renewal requirements printed above)

(See reverse side for the Professional Code of Ethics)

DATE OF TRANSACTION: 02/29/2012

L Baker

Philip S. Rogers

EXECUTIVE DIRECTOR
EDUCATION PROFESSIONAL STANDARDS BOARD

KEITH ALLEN HALE
547 BURNS WAY
GLASGOW, KY 42141

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Rev. 02/06



COMMONWEALTH OF KENTUCKY
EDUCATION PROFESSIONAL STANDARDS BOARD
FRANKFORT, KENTUCKY

CERTIFICATE FOR TEACHERS AND OTHER PROFESSIONAL SCHOOL PERSONNEL

THIS CERTIFIES THAT **KEITH ALLEN HALE**

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HAS COMPLETED A PROGRAM OF PROFESSIONAL PREPARATION AND IS HEREBY ISSUED THIS CERTIFICATE IN ACCORDANCE WITH SECTION 161 OF THE KENTUCKY REVISED STATUTES AND IN ACCORDANCE WITH THE LEGAL AUTHORITY OF THE KENTUCKY EDUCATION PROFESSIONAL STANDARDS BOARD.

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RANK UNDER KRS 157.390: 1 07/01/2002

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(See reverse side for the Professional Code of Ethics)

DATE OF TRANSACTION: 02/29/2012

L Baker

Philip S. Rogers

EXECUTIVE DIRECTOR
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547 BURNS WAY
GLASGOW, KY 42141

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